

## **Training Development Opportunity: "Creating a Positive Mentoring Experience"**

**This Professional Development Opportunity is open to military or federal civilian employees of HQs USASOC, Major Subordinate Commands, and its Major Subordinate Units.**

**Background Information:** There are many avenues for adult learning; the classic academic structure, a topic-intense seminar, videotaped learning and web-based tutorials. But, we can also benefit from conversations we have with co-workers and colleagues who have "been there." When experienced co-workers and supervisors give us their perspective about how an organization functions and how we can operate more effectively, it can alter the way we think and react.

This is the function of the mentoring experience. Where once these relationships were casual and happenstance, organizations are now creating formal mentoring programs that can include employees at all levels. Studies indicate that when an employee (mentee) is paired with an experienced colleague (mentor) and the two of them are given the tools to create and grow their professional relationship, there are many positive results. A few of these benefits include improved organizational loyalty, decreased turnover, a deeper connection to the organization and an overall increase in the attitude of the people involved.

This one-day session will be most advantageous if your organization is interested in developing a functional mentoring program. The class is designed to help mentors understand their role as coach and developer of a mentee; and it will assist the employee

in understanding their roles for mutual benefit of growing the employee and keeping a keen eye on workcenter sustainment. Participants will leave knowing what to expect of the relationship and what they can do to make the most of this potentially life-changing relationship.

**Course Objectives:** Define the stages of a mentoring relationship; Identify the behaviors necessary to be a successful mentor; Anticipate the challenges and benefits for mentors and those being mentored; Create goals and action plans for the mentoring relationship; Develop the mentoring relationship to motivate and encourage employees.

**Course Agenda:** Overview of the mentoring experience; Benefits of a mentoring program; The myths of mentoring; Take the mentoring survey and test your skills; Define effective mentoring behaviors interactive exercise; and Qualifications of the Mentor; Phases of the Relationship; Mechanics of the Mentoring relationship; Expectations; Trust; Creating a Mentor-Mentee agreement; Creating the Vision.

**Date of Workshop:** 14 March 2007

**Location:** BANK HALL, Room 213, Fort Bragg

**Times:** 0830-1600

**Funding:** ALL seats for this course are funded by USASOC, DCS, G-1, CHRD, Training Management Branch.

**Enrollment Deadline:** 2 March 2007

**Enrollment Procedures:**

- Gain supervisory approval

- Submit a DD Form 1556-1 (required for military and civilian personnel)
- USAJFKSWCS personnel must submit their request for attendance through the Department of Education.
- Forward all approved requests to USASOC, DCS, G-1, CHRD, Attn: Mr. Mike McCaskill, 432-7141 or [mccaskim@soc.mil](mailto:mccaskim@soc.mil)

**\*\*Seating is limited to the first 40 enrollees\*\***